

MORE FROM WOOD.

A close-up, grayscale photograph of a tree trunk cross-section, showing the intricate, concentric growth rings of the wood. The texture is detailed and organic, with some natural cracks visible in the wood.

Passion
for a
unique
resource.





Content



Growth based on our own performance.
— P. 46

The world of EGGER.
— P. 6





Naturally
EGGER.
— P. 68



EGGER in focus.
— P. 74

We are EGGGER.
— P. 30



The world of EGGER.

Our mission	— p. 8
Furniture and interior design	— p. 14
Building products	— p. 18
Flooring	— p. 22
Product overview	— p. 26



Our Mission

8

“Creating more from wood.”



The ContiRoll press: The centrepiece of every EGGER plant for the production of rawboard. The installation shown here in Hexham (UK) is 48.5m long and 2.6m wide. It is in operation around the clock.

It was this high standard that motivated Fritz Egger Snr. to open the first chipboard plant at St. Johann in Tirol in 1961 and lay the foundations for the EGGER success story. What do we have to add to that today? To be precise, a total of 21 plants in 11 countries with more than 11,000 employees.

This is the proud result of a vision from Austria that drives us at EGGER every day and also obliges us to continuously develop the Group, thereby creating new perspectives for our customers, partners and employees.

Back to the roots: We operate our own sawmill at the fully integrated Brilon site (DE).



Why are our products so versatile? Because our customers are so varied.



Furniture industry

Our customers from the furniture industry get exactly the right materials and services from us to individually meet customer's needs. With innovative materials and surfaces, we are a trendsetter and supplier of ideas.



Retail / trade sector / architecture

For professional planners, architects and craftsmen there is a specially tailored product range. By means of a wide network of retail partners, every product can be bought from stock.



DIY

Whoever does handiwork in the home and appreciates quality can help themselves from our DIY range, with which we supply renowned international DIY stores. The range covers laminate, comfort and design floors as well as OSB and sawn timber.



High-tech in practical use: The new short-cycle press that started operation in 2013 in St. Johann in Tirol (AT) is the first of its kind and is used for the lamination of boards with deep surface textures, synchronised pore surfaces on both sides, and for pressing and laminating compact laminate and thin boards.

We are a full-range supplier for the furniture and interior design industry, wood construction and flooring sectors. There are no limits to the variety of products. We are constantly developing our product portfolio. Besides the regular development of new decors and surfaces in line

with current trends, there is an emphasis on driving forward technological innovations in order to consistently improve our products, simplify the working processes, and to keep on growing over the long term.

Furniture and interior design, building products and flooring: A triad that we harmonise every day.

Living and working with wood is our vocation. Under the umbrella of the EGGER brand we bring together an extensive product range, which is found in many sectors of private and public life. The constant development and upgrading of

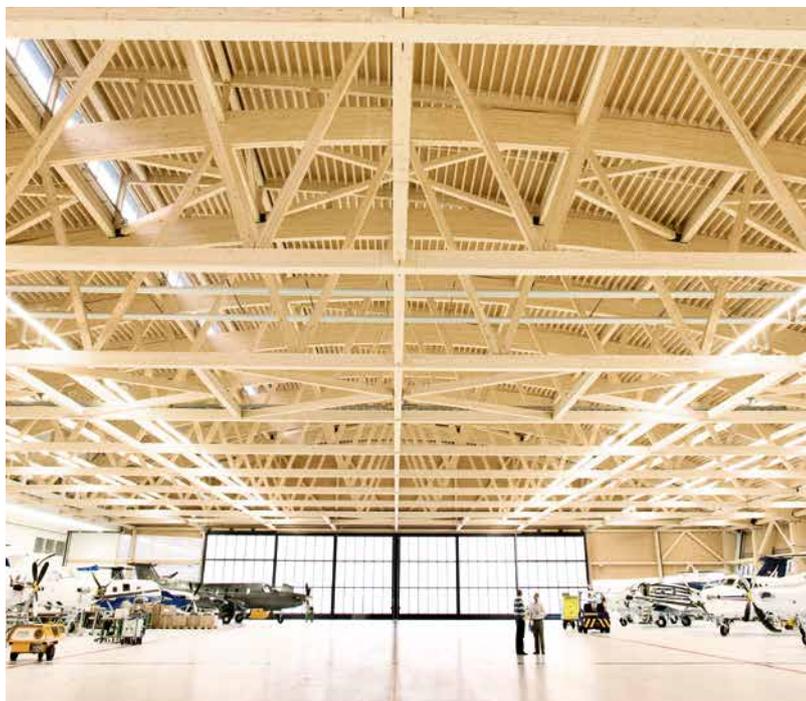
decors and surfaces sets trends when it comes to design. Technological innovations facilitate the use of our products and continually optimise their properties. A lot of hard work to make that of our customers easier.

Furniture and interior design

Materials in line with trends and unique decor worlds for the design of interiors. For fabricators we stock rawboard, thin chipboard, MDF boards, HDF boards, lacquered boards, lightweight boards, melamine faced boards, laminates, furniture components, worktops, front elements, window sills, laminate bonded boards, compact laminates and edging.

Exhibition in the German Pavilion at Expo Milano 2015 (IT): Altogether, four kilometres of EGGER Eurolight lightweight boards were used for the "Garden of ideas". EGGER products were also used in all other indoor areas of the Expo pavilion.





Building products

13

Those who want to build with sustainable timber will find that we supply a wide range of OSB boards, OSB flooring boards, vapour-permeable and moisture-resistant fibreboards and timber. With our environmentally friendly materials for wood construction, we also enable excellent individual, high quality solutions for demanding projects, which are guaranteed to be processed quickly and neatly.

Pilatus AG aircraft assembly hangar, Stans (CH):
Made of wood – for our environment. Wood construction is increasingly developing into a competitor for steel and concrete. Installed here by EGGER: 25,000 m² of OSB 4 TOP and 3,500 m² of DHF.

Flooring

Feel at home with our floors. EGGER Flooring offers the perfect floor covering for the most diverse requirements in public or private spaces, with a wide range of decors as well as three specialised product categories, the Design Flooring GreenTec, the Comfort Flooring and the Laminate Flooring

There is the right floor for every room size and interior design, for every type of use and appearance. The versatile classic Laminate Flooring is stable in value, easy to clean and universally applicable.





Furniture and interior design

How we simultaneously pay attention to outer appearances and inner values.

15

The design requirements of living and working spaces are getting more and more demanding. In order to meet the needs of end consumers and fabricators, products have to be convincing in terms of the look and feel and have to also be easy to work with.



Pictured on the left:
With the PerfectSense Lacquered Boards product category, we offer high gloss and matt surfaces in premium quality. The refined finishes provide an exclusive and sophisticated touch to any interior.

Achieving more together:
With a comprehensive range of services, EGGER makes consulting easier for its customers.

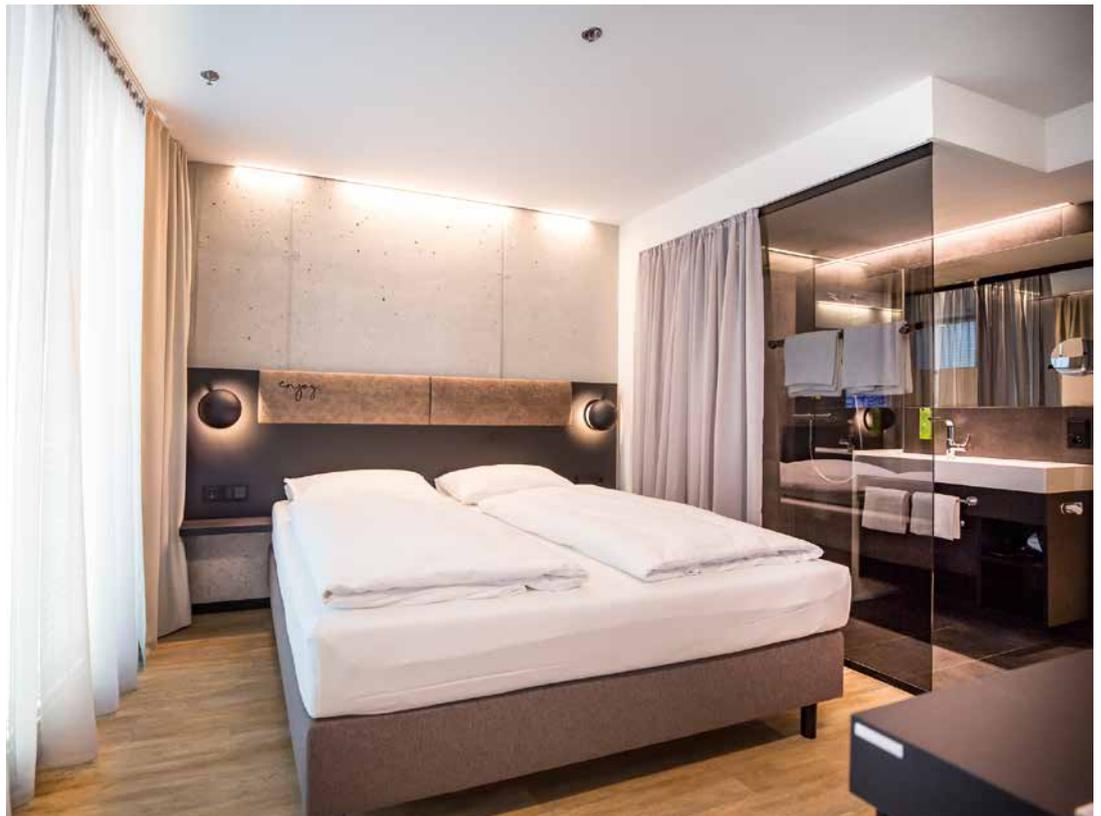
How do trends emerge? By us implementing them.

Innovation needs room. Once a year, we present all the new decors and technical innovations at EGGERZUM, our in-house exhibition for the furniture industry, and drive forward the development of design.

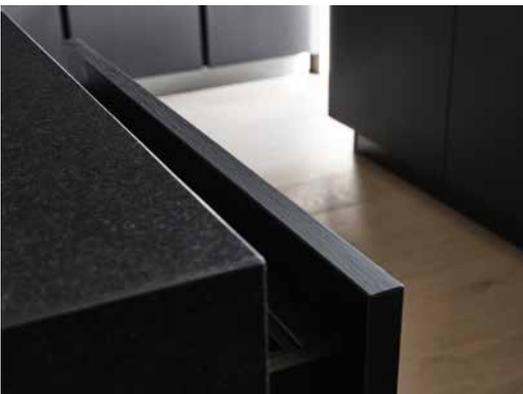
This is how design ideas for new furniture ranges emerge, which set standards and can later be found in many home and public areas. To be precise, in nearly all of them – since we supply

nearly all the reputable furniture manufacturers, our products are fitted in nearly every household and in countless hotels, shops and public buildings.

For us, design is not only a question of appearance, but also one of economy and functionality. Our trends are therefore a bit more unusual than others. In other words, they last.



arte Hotel, Salzburg
(AT): Black surfaces in
PerfectSense Matt give
the rooms in this hotel a
sophisticated look.



The EGGER Decorative Collection combines a diverse decor selection, authentic surface textures, an extended product range and intelligent services. We thus offer planners and fabricators countless combination possibilities. EGGER's coreboards can be coated with the decors included in the collection and combined with the matching edges. The EGGER Decorative Collection is our answer to all the questions and wishes of our customers, today and tomorrow.

EGGER decors bring naturalness and elegance to the kitchen.

→ Every year we make more than **1** billion linear metres of edging.
Enough to go around the earth **26** times.



E EGGER

Building products

What goes into successful building projects? A lot of experience.

19

Builders appreciate the advantages of wood in terms of aesthetics, well-being and convenience. EGGER Building Products add something else to this: exactly the right products for individual solutions.



Pictured on left:
The large EGGER OSB 4 TOP
is often used in prefabricated
wall, ceiling and roof
elements.

In addition to our
comprehensive product
range, we also offer planners
and fabricators a variety
of services, such as the
technical advice hotline and
the digital planning aid.



OSB 4 TOP

EGGER OSB 4 TOP: the board with proven wood construction quality. With its optimal static and physical characteristics according to the CE Declaration of Performance, it excels both in engineered wood construction and in timber frame construction. In addition to this, the asymmetric, conic tongue and groove profile enables precise and fast installation.

DHF

EGGER DHF is a vapour-permeable and moisture-resistant wood fibreboard, which is used in the building trade for exterior roof and wall cladding. It is puncture-resistant and its tongue and groove profile also makes it windproof and water-draining. Thanks to the printed nail pattern, the DHF board is particularly easy to install.



Timber

EGGER timber is available fresh, technically dried or planed. The visual and machine-sorting according to optical requirements or mechanical strength meets the highest demands (pictured, the CE-certified mechanically sorted roof batten). Through strict external and internal controls, we guarantee the high quality of our products.



The headquarters in St. Johann in Tirol (AT) in the construction stage: The administration building made with our own materials provides space for more than 250 employees.

You can build on our timber. We have done it too.

Under EGGER Building Products we combine all our activities around wood construction. We are not only a supplier, but also a problem-solver and partner.

EGGER wood-based materials and solid wood products are practical, efficient and reliable – for timber engineering, timber frame house construction, interior design, as well as for renovation projects.

What we offer our customers, we also use ourselves, of course. At the start of 2014, the ground-breaking ceremony for the new administration building took place at the headquarters of the EGGER Group in St. Johann in Tirol. Likewise, with the office building in Radauti (RO), the TechCenter in Unterradlberg (AT) and the Forum in Brilon (DE), we are predominantly using our own products.

→ 3,115 m³ of wood were used for constructing the EGGER headquarters.

A quantity that grows back in just 14 minutes in German forests.



Flooring

What is the basis of beautiful home living? Our floors.

23

It is our goal for people to feel good in their own home. With our floors we ensure that the floor does its job, whilst people live their lives. Because our floors are not only distinguished by innovative design and a variety of formats, but also by the simple installation process.



Pictured on the left:
The CLIC*it!* installation system is easy, fast and safe to use.

The EGGER flooring collection is distinguished by a large variety of decors, technical innovations and a comprehensive service.

All our shown and mentioned decors are reproductions.



Like water off a duck's back: EGGER flooring with Aqua+ technology is particularly moisture-resistant and provides the ideal solution for areas with recurring moisture.

Floors for the perfect appearance.

As a full-range supplier of flooring solutions, we offer a wide selection of floor coverings for architects, installers, interior designers and DIY enthusiasts. Whether in a down-to-earth, extravagant, classic, modern, vintage or country house style, our wide range of decors and the specially developed surfaces offer the perfect solution for every space.

We produce three types of flooring for this purpose: Laminate Flooring, Comfort Flooring and EGGER Design Flooring GreenTec. EGGER Laminate Flooring not only looks good, but is also impact-

resistant, wear-resistant and easy to care for. EGGER Comfort Flooring combines the properties of cork and the functionality of Laminate Flooring in one product. EGGER Design Flooring GreenTec is the perfect solution for all spaces where a floor is expected to withstand a lot of traffic. Robust and moisture-resistant, these floor coverings are the perfect choice particularly for commercial applications such as hotels and shops.

The CLIC *it!* installation system simplifies work and ensures that the joints in our flooring are even more sturdy.

EGGER Comfort Flooring is used when the focus is on reducing the noise level and creating a high degree of comfort inside rooms. The two integrated cork layers make it warm, soft and quiet.

On trend decors and a robust surface provide our Comfort Flooring beauty and a long service life. It is particularly valuable in ecological terms due to the use of the renewable raw materials wood and cork.



→ EGGER has the capacity to produce 80 million m² of flooring annually – that could be used to fit 3.6 million living rooms with an average surface of around 22 m².

Trendy design with impressive product properties. EGGER Comfort Flooring is not only warm, soft and quiet, but also ecological.

Product overview

26 Everyone has some rough edges.
We have floors, surfaces and
plenty of wood to match them.

Our product range at a glance: as a full-range supplier, we have put together a wide selection of products for furniture and interior design, building products and flooring. Most of the coreboards are upgraded at the next stage with decors and surfaces in line with trends. Timber and planed wood complete our range.

Pictured on the right:
The combination of colours,
materials and surfaces
gives room for creativity and
individuality. With "Interior
Match", EGGER shows what is
possible in the combination
of furniture and flooring. The
decor selection combines
decors from the collections of
the two product areas.

Furniture and interior design



Eurodekor®
faced chipboard



PerfectSense®
Lacquered Boards



Laminates



Edging



Worktops



Compact laminates



Worktop accessories



Eurodekor®
faced MDF boards



Eurolight®
decor



Eurolight®
Lightweight Boards



Splashback panels



Laminate bonded boards



Eurospan®
Raw chipboard



MDF Medium Density
Fibreboards



Thin chipboards



Thin MDF lacquered boards



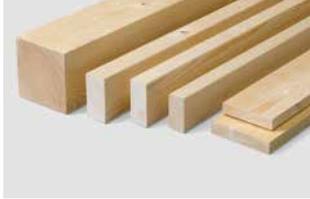
Thin MDF boards



Furniture components

Building products

Flooring



Timber
fresh, dried, planed



OSB
Straight edging



Laminate Flooring



OSB
Tongue and groove



Ergo Board



Comfort Flooring



DHF
Vapour-permeable wood fibreboard



Eurospan® Flooring Boards



Design Flooring GreenTec



Peel Clean Xtra



EGGER Protect



Skirting boards
to match the flooring decor



We are EGGER.

History	— p. 32
Our philosophy	— p. 36
A family company with a special character	— p. 38
Our employees	— p. 40



History

32

“Wood is much too valuable to just throw it away!”

Fritz Egger Snr., † 1982



Fritz Egger Snr., founder of EGGER: a man who consistently went his own way.



Let's go back to 1961. Fritz Egger Snr. is successfully running the Egger family's St. Johann operations, consisting of the Brunnhof farm and a sawmill. His uncle Edi is managing the Kufstein operations alongside this: a traditional brewery, a hotel, a cinema and two public houses.

The businesses are running well on both sides. The sawmill is one of the most modern in the

Tyrolean Unterland region. But Fritz Egger Snr. is not satisfied. As a watchful observer, he does not see the future of EGGER in the sawmill. He resolves to make a new beginning. And the start of the first chipboard plant under the EGGER brand. But the path is not easy. When the first chipboard plant is opened a few months later, despite all the hurdles, Fritz Egger Snr. has shown everybody: where there's a will, there's also a plant.

The beginning: the first EGGER chipboard plant in St. Johann in Tirol in 1961.

→ In 1962, 30 m³ of chipboard a day were produced at the St. Johann plant in Tirol. Today, our 21 plants make this quantity of wood-based materials in less than 2 minutes.

St. Johann (AT)

1961

Wörgl (AT)

1966

Unterradlberg (AT)

1970

Hexham (UK)

1984

Gifhorn (DE)

1989

Brilon (DE)

1990

Blinde (DE)

1994

Bevern (DE)

1995

Rion des Landes (FR)

Barony (UK)

1998

Wismar (DE)

1999

Marientünster (DE)

Rambervillers (FR)

2000

Shuya (RU)

2005

Milestones:

- 1961
Establishment of the company by Fritz Egger Snr. in St. Johann in Tirol (AT)
- 1966
Takeover of the fibreboard plant in Wörgl (AT)
- 1970
Commissioning of chipboard plant in Unterradlberg (AT)
- 1982
The brothers Michael, Fritz Jnr. and Edmund Egger take over the management
- 1984
First international plant in Hexham (UK).
- 1989
First German plant: Gifhorn lamination production (DE)
- 1990
Commissioning of the chipboard plant in Brilon (DE)
- 1994
Furniture component production in Bünde (DE); First plant in France: Rion des Landes (FR)
- 1995
Laminate flooring production in St. Johann (AT)
- 1995
Construction of an MDF plant in Brilon (DE) and takeover of the thin MDF plant in Bevern (DE)
- 1998
The rawboard plant in Barony (UK) goes into operation
- 1999
OSB and flooring production in Wismar (DE); Takeover of the coating plant in Marienmünster (DE)
- 2000
Takeover of chipboard plant in Rambervillers (FR)
- 2005
First Russian plant in Shuya (RU)
- 2008
Start of chipboard production in the newly built Radauti plant (RO)
- 2008
Commissioning of the sawmill in Brilon (DE)
- 2010
Takeover of the edging manufacturer in Gebze (TR)
- 2011
Takeover of the chipboard plant in Gagarin (RU)
- 2015
Plant expansion St. Johann (AT) with headquarters and high bay warehouse
- 2016
Plant expansion Gagarin (RU) with MDF facility and flooring production
- 2017
First plant outside Europe: Takeover of the Concordia plant (AR)
- 2019
Start of chipboard production in the newly built Biskupiec plant (PL)
- 2020
First greenfield investment outside Europe: Commissioning of the newly built plant in Lexington, NC (US)
- 2022
Majority shareholding in wood-based material manufacturer SAIB in Caorso (IT)

Radauti (RO)
2008

Gagarin (RU)
2011

Concordia (AR)
2017

Lexington, NC (US)
2020

Gebze (TR)
2010

Biskupiec (PL)
2019

Caorso (IT)
2022



Our philosophy

What sets EGGER apart? All of us.

37

EGGER is a lively, large international family. Behind this description there are 77 nationalities in 21 plants and 24 sales offices worldwide. From young to old, all of our employees get down to work – to help shape the EGGER Corporate Group. They define EGGER through their dedication,

expertise, experience and loyalty. At all of our locations we train young people to become skilled workers, encourage internal development opportunities, and thus build on mutual trust, which is the key to our success.

→ Currently, EGGER trains more than **350** young people in **24** different professions to become skilled workers.



Training at EGGER:
Our apprentices on site in St.
Johann in Tirol (AT).

A family company with a special character

38

“How does the saying go?
Success has many faces. How
great must our success be?
It has no less than 10,000 of
those faces!”

The owners:
Fritz (left) and Michael Egger



EGGER since 1961.

Fritz Egger's sons Fritz and Michael have guided the company to new successes. Together they successfully integrated EGGER in the international market and remained true to the important central values: dynamism, loyalty, a sense of responsibility and trust. These days the two owners are no longer

involved in the operational management of the business, yet have a significant influence in the Advisory Council on the strategic guidelines for the development of the company. In close consultation with the Group Management, they make sure that the vision of their father, the company founder, is also successfully carried forward for the next generations.

Our Group Management:
shared responsibility.

As a large family company, we are more interested than others in sustainable goals. They are the foundation for the high quality of our products and the respect shown when dealing with our employees, customers and partners. This is the basis for a group management that gives a face to the stability of the company.

Thomas Leissing, Frank Bölling, Michael Egger Jr. and Hannes Mitterweissacher share the areas of responsibility – with a common goal: developing the successful company to the highest level. Together with all the other EGGER employees, every day they work towards keeping EGGER unique and distinctive. So that things only go in one direction: further upwards.



The Group Management,
from left to right:
Thomas Leissing (Chief
Financial Officer & Speaker
of the Group Management),
Hannes Mitterweissacher
(Chief Technology Officer),
Frank Bölling (Chief Supply
Chain Officer), Michael
Egger Jr. (Chief Sales Officer)

Our employees

40

Our success does not come about by chance. But from over 20,000 helping hands.



“EGGER represents unique possibilities. Thanks to good training and support, I was able to develop my own abilities and build a successful team.”

Peter Reed,
Mechanical Maintenance Supervisor
Hexham (UK)

EGGER not only makes more from wood, but also more from workplaces. Our committed and highly qualified employees are at the heart of the EGGER Group and make it largely what it is today: one of the leading

companies in the wood-based materials industry. We see it as our responsibility to create an environment for all our employees where they can take their abilities to the highest level.



"As a manager in an otherwise male-dominated role, I was able to develop myself further at EGGER and learn a lot of new things."

Yuliya Kukshaus,
Log Yard Manager,
Gagarin (RU)

"Picking up on trends is an art. Turning this into a tangible product at EGGER fascinates me every day anew."

Klaus Monhoff
Head of Design and Decor Management,
Brilon (DE)





“We have the unique opportunity of working with the most advanced technology and benefiting from the wealth of experience of employees throughout Europe.”

Mihaita Calugarean,
Shift Leader OSB Production
Radauti (RO)



“EGGER respects promises. This attitude is perceived very positively – inside and outside the company.”

Sophie Bourniquel-de Oliveira,
Decor and Product Manager FR / ES / PT
Rion des Landes (FR)

“What is the most important thing I have learnt at EGGER? That there is a solution for everything.”

Peter Latrich,
Managing Director of EGGER Recycling Business,
Timberpak, Lehrte (DE)





“My work in the logistics department is complex, full of momentum and unbelievable variety. Just like EGGER itself.”

Catalina Sirbu,
Transport Management Specialist,
Radauti (RO)

“Here at EGGER I particularly appreciate the good working climate. We all know that we can best overcome challenges together – that bonds us together.”

Wilhelm Grauer,
Lumber Yard Wheeled Loader Driver,
Brilon (DE)





"Working in an innovative company brings new challenges every day. I enjoy contributing and implementing my ideas."

Julia Reiter,
Technician Quality Management Group,
St. Johann in Tirol (AT)

Self- propelled growth.

International presence	—— p. 48
Innovation	—— p. 56
Integration	—— p. 60
Identification	—— p. 64

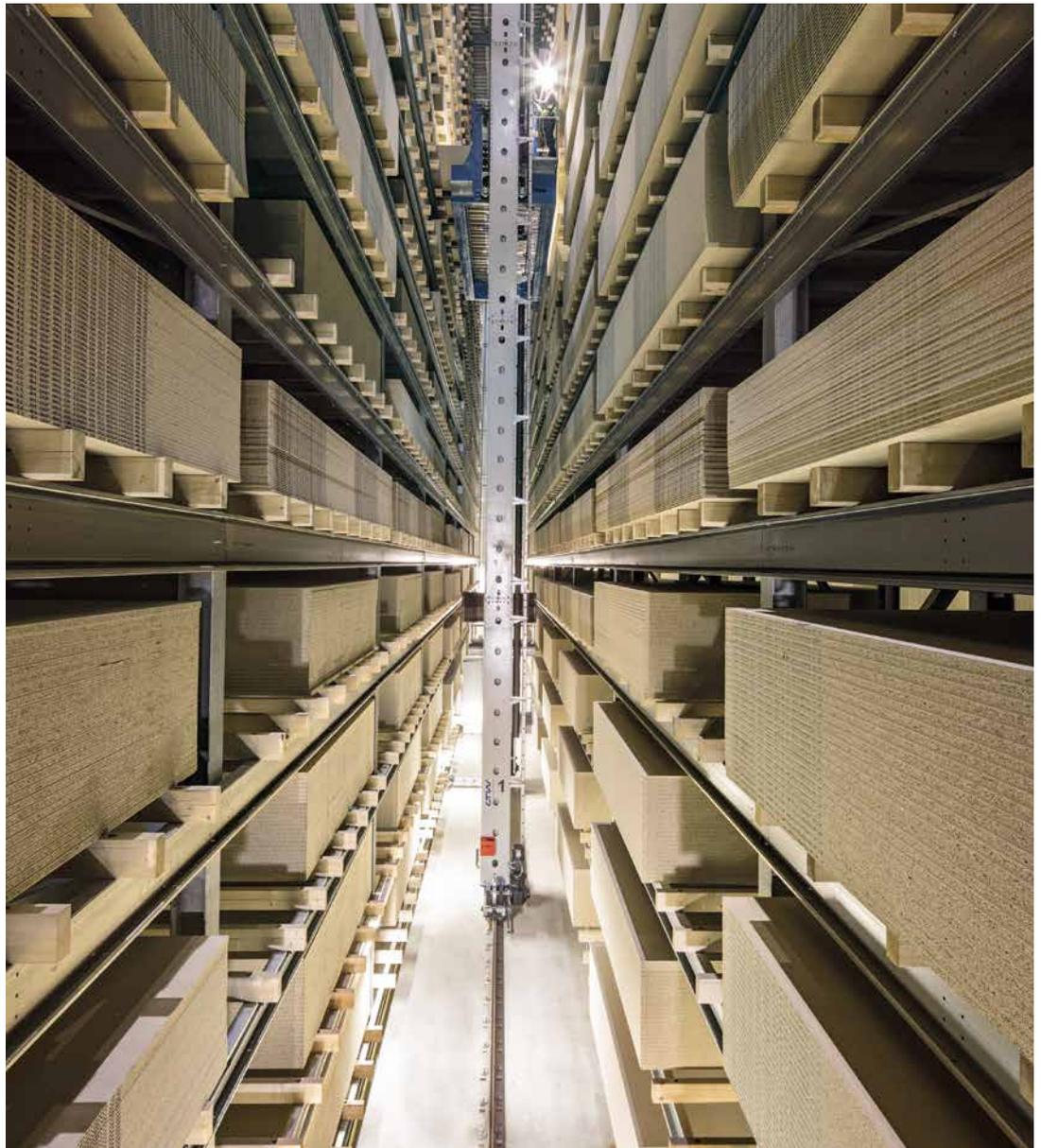


International presence

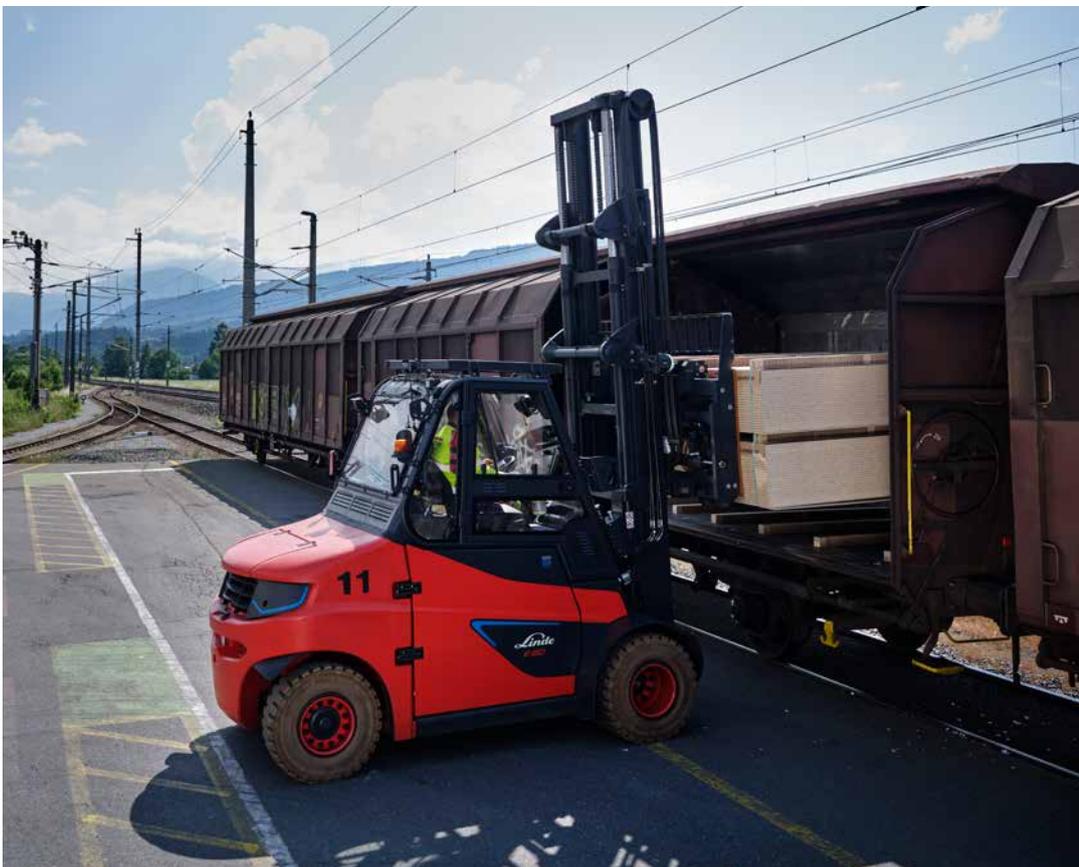
48

We combine quality with design. And St. Johann with Tokyo.

EGGER continues to grow skywards at the parent plant in St. Johann in Tirol (AT) too. With a height of 33.6 m, the new high-bay racking provides space for 35,300 m³ wood-based materials. The goods are stored automatically using 5 storage and retrieval machines in a total of 3,040 storage places on 18 levels.



→ Every day, **1,360** truck loads leaving EGGER's plants.
Driving behind one another they would form a **24** km convoy.



Operating logistics systems in an environmentally friendly way affects both the infrastructure and the efficient utilisation and choice of suitable means of transport.

EGGER thinks globally and acts locally.

In this respect we see ourselves as an international company with Tyrolean roots. Our main focus is on the European and American markets – but also on export markets, from Asia to Oceania, the demand for our products is growing. Using a clever logistics system, all available

means of transport are involved - from roads and railway to ships - in order to be able to react quickly at all times to demand and secure the supply of raw materials.

EGGER has extended far across the world in order to go short paths.

Our complete work is quite impressive. In 20 locations.

St. Johann in Tirol AT

1



Wörgl AT

2



Unterradlberg AT

3



Brilon DE

4



Bevern DE

5



Gifhorn DE

6



Pictured on the right:
The energy and environmental
project in St. Johann in Tirol:
The EGGER plant generates
thermal energy through its
own combustion of biomass
and biogenic production
residues. In addition to the
EGGER plant, this supplies
more than 1,000 households
and all local large-scale
consumers with energy via a
district heating network.

Bünde DE

7



Marienmünster DE

8



Wismar DE

9



Hexham UK

10



Barony UK

11



Rambervillers FR

12



Rion des Landes FR

13



Shuya RU

14



Gagarin RU

From Austria and across the whole world. Since the foundations for the EGGER Group were laid with the first chipboard plant in Tirol, we have grown through our own strength. Sustainably and internationally.

Irrespective of whether a board comes from the south-western French town of Rion or was produced in Gagarin in Russia, all meet the same high EGGER quality standards.



15

52

Radauti RO

16



Gebze TR

17



Concordia AR

18



Biskupiec PL

19



Lexington, NC US

20



Caorso IT

21





Home to Austria, at home across the world.

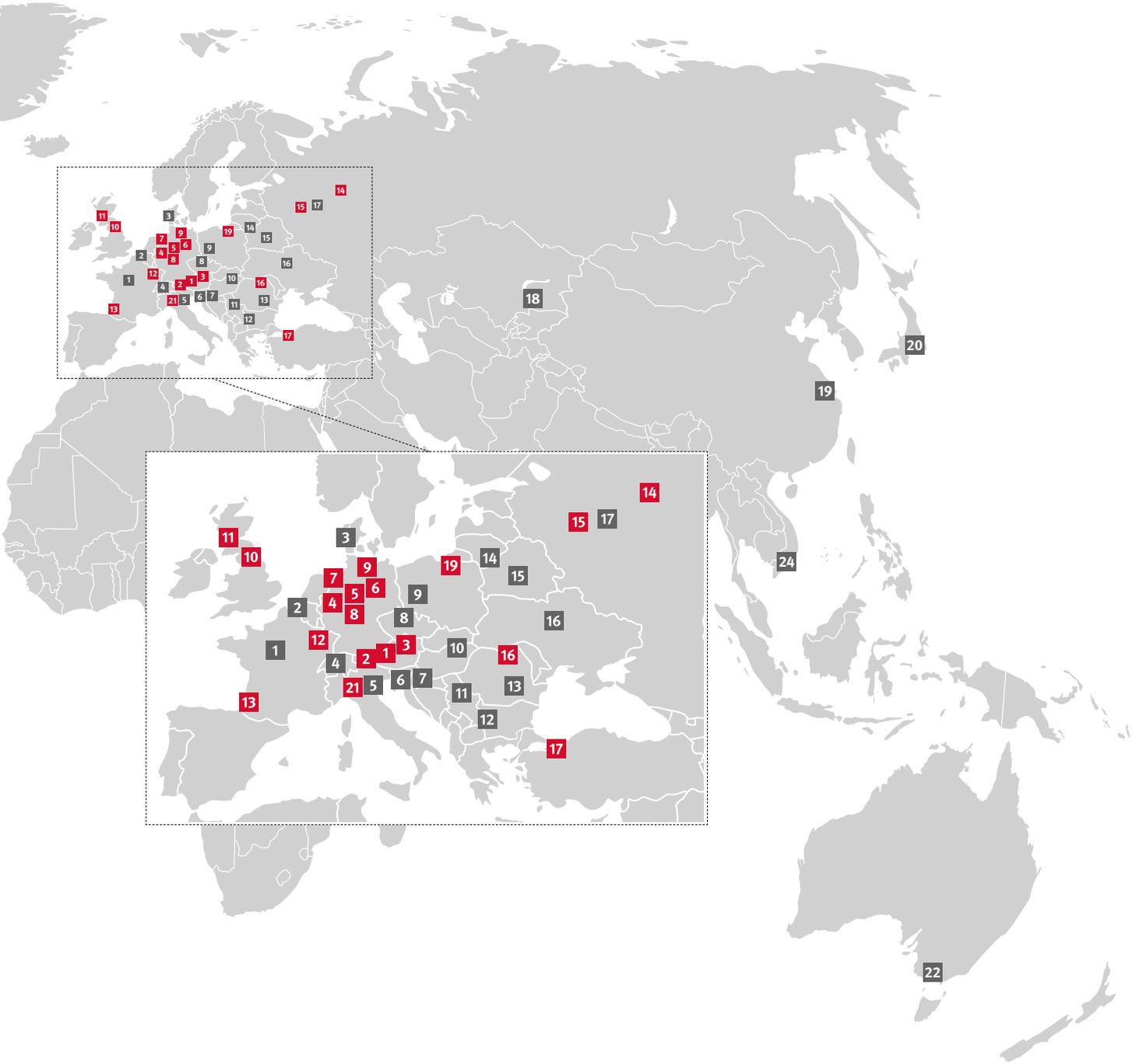
Production sites

- 1 St. Johann in Tirol **AT**
- 2 Wörgl **AT**
- 3 Unterradlberg **AT**
- 4 Brilon **DE**
- 5 Bevern **DE**
- 6 Gifhorn **DE**
- 7 Bünde **DE**
- 8 Marienmünster **DE**
- 9 Wismar **DE**
- 10 Hexham **UK**
- 11 Barony **UK**
- 12 Rambervillers **FR**
- 13 Rion des Landes **FR**
- 14 Shuya **RU**
- 15 Gagarin **RU**
- 16 Rădăuți **RO**
- 17 Gebze **TR**
- 18 Concordia **AR**
- 19 Biskupiec **PL**
- 20 Lexington, NC **US**
- 21 Caorso **IT**

Sales locations

- 1 Tours **FR**
- 2 Kortrijk **BE**
- 3 Tistrup **DK**
- 4 Kriens **CH**
- 5 Treviso **IT**
- 6 Šenčur **SI**
- 7 Varaždin **HR**
- 8 Hradec Králově **CZ**
- 9 Poznań **PL**
- 10 Budapest **HU**
- 11 Belgrade **RS**
- 12 Sofia **BG**
- 13 Bucharest **RO**
- 14 Vilnius **LT**
- 15 Minsk **BY**
- 16 Kyiv **UA**
- 17 Moscow **RU**
- 18 Almaty **KZ**
- 19 Shanghai **CN**
- 20 Tokyo **JP**
- 21 Santiago de Chile **CL**
- 22 Melbourne **AU**
- 23 Buenos Aires **AR**
- 24 Ho Chi Minh City **VN**







Innovation

How can you satisfy the customer of today? With tomorrow's technology.

57

People have been living and working with wood for centuries. Each day EGGER makes an important contribution towards optimising the benefit of wood. Our work with wood therefore leads us to continually develop our products, processes and services. This work is critical for achieving the EGGER vision. We want to know now what the customer of tomorrow needs.

Taking the environment and sustainability into account always plays a key role. Our raw material comes directly from nature. This means that we work in a way that conserves resources as much as possible. Across the entire production chain.



Pictured on left:
Innovation in the production process: With 40 cylinders, up to 700 N/mm² of pressure and 6 cameras for setting up the pressing plates, the result on the "Super KT" at the St. Johann plant in Tirol (AT) is a perfectly synchronised surface.

Feelwood synchronised pore surfaces represent the perfect harmony between look and feel, as well as having the usual hard wearing properties you'd expect.

Our formula for creativity? Solutions.

A team composed of researchers and technicians tackles important issues for the future at our TechCenter in Unterradlberg (AT) in order to develop innovations in the area of new products, technologies, bonding agents and production processes for wood-based materials. The work

in our laboratories is largely centred around the benefit to the customer and is therefore the basis for our long-term profitability. This is where our vision becomes a reality. From the research stage through to the industrial feasibility.



Wood in the laboratory:
In the case of the perforator
test, the formaldehyde
content of wood-based
boards is measured by
extraction with toluene and
subsequent photometric
determination.

All our shown and mentioned decors are reproductions.



It is important to us that our customers obtain the greatest possible benefit from our products. This is why we offer a whole range of support services – from the design phase through product inquiries and all the way to design visualisations.

We are also constantly developing our services. At the touch of a button, our Virtual Design Studio (VDS) can display all decors of the EGGER Decorative Collection as well as all current flooring decors in various room examples.

With the EGGER Decorative Collection App, our customers always have the entire collection for furniture and interior design at their fingertips. This allows them to make decisions faster, realise ideas in a clever way and get what they really need easily.

→ Our employees have **millions** of ideas – the best turn into new and improved products and services and, so far, more than **2,500** patents worldwide.



Integration

We unite what belongs together:
consumers and suppliers.

61



From the tree to the product. For us the ecological cycle starts precisely where our raw material comes from. Our products are derived from timber harvested from sustainably managed forests, sawmill products and recycled wood materials.



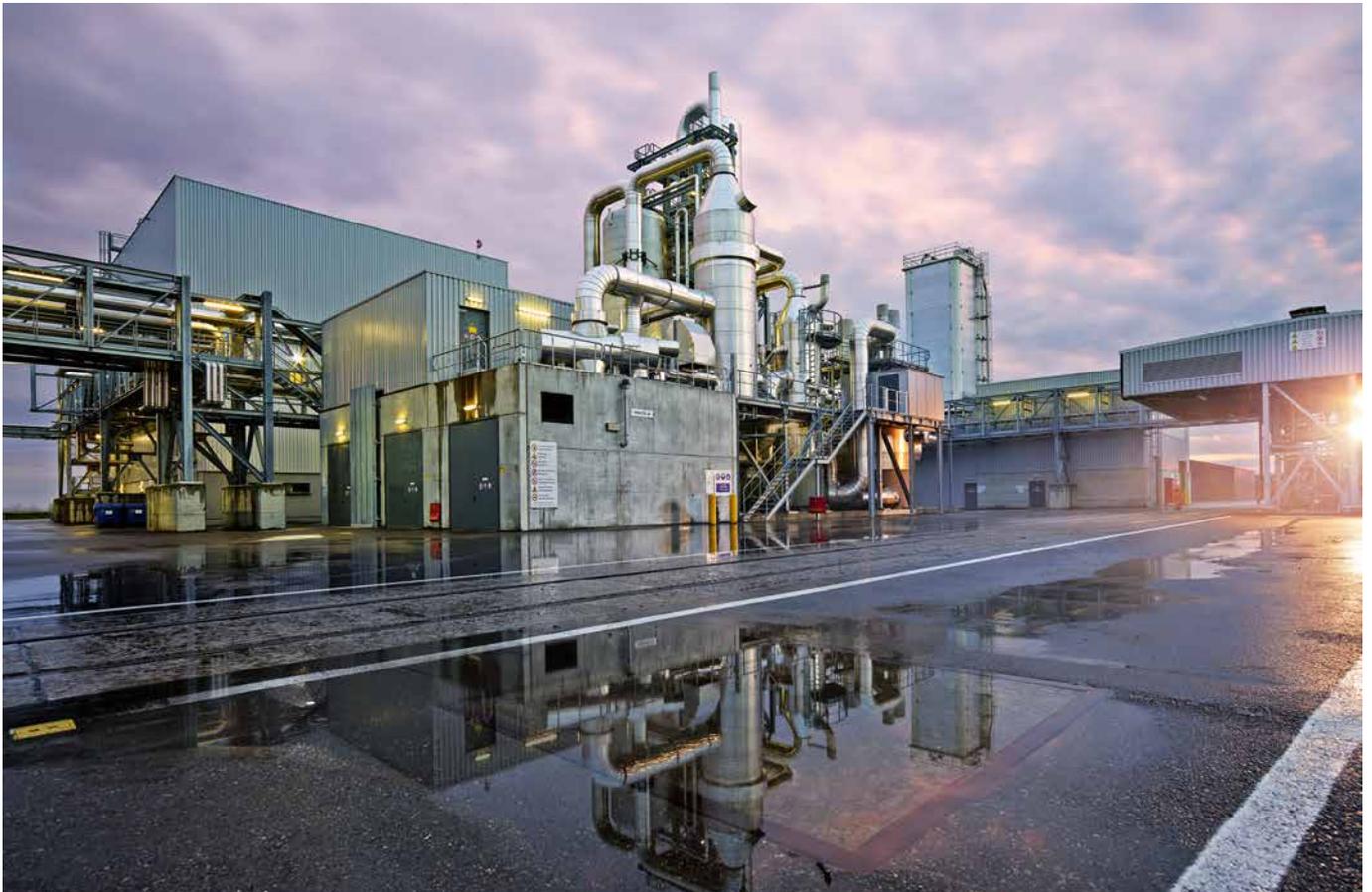
From the production of solid wood in the sawmill to the production of wood-based materials, the raw material wood is fully utilised. All waste wood from the manufacturing processing is used in our own operations.



The rule is: material before thermal use. Only when waste wood cannot be used in our board production processes is it used thermally to generate electricity and heat. We have therefore created a system for the optimal use of wood and are not dependent on fossil fuels.

Pictured on left:
Reverse integration at
EGGER: To ensure and
improve the supply of wood,
we are banking on our
own, sustainable forestry
management.

62 Thinking in a closed loop. Or: Thinking about the end customer right from the raw material.



Reinforcement at the Radauti site: At the Romanian plant we invested in a resin facility in order to manufacture our own resin and binding agents for production.

EGGER unites all the partners involved in the value added chain. Integration means that we think together throughout the entire process. And do so in every direction.

Reverse integration. We rely on long-term partnerships and contracts with our suppliers

and concentrate on securing and improving the supply of raw materials. This is done using our own sawmill, our own resin plant, our own forestry management and wood recycling enterprises, plus our own short-rotation plantations and harvesting and logistics system.

Forward integration. The Clic technology in furniture construction offers a multitude of new possibilities. Clic represents a form-fitting and integrated tongue and groove connection for the right-angled connection of chipboard and

Eurolight lightweight boards with all-round sealing. Thanks to the Clic connection, no additional furniture fittings and adhesives are necessary for the body assembly. This makes furniture assembly child's play.



The Clic technology enables furniture to be easily assembled and dismantled for the mobile people of today.

Identification

64

The most beautiful places from Lexington to Shuya? Our workplaces.

High company loyalty

A special working environment with prospects, where people respect each other and the emphasis is on respect, creates trust and allows people to enjoy their work. EGGER has the goal of being the best employer in the respective region.

As a healthy and stable company, which always has an eye on the future, we add the necessary safety to this sense of enjoyment at work. Anyone who comes to us is not just an employee, but part of a large family.

Learning from each other: Christian Seiwald, head of the automotive workshop in St. Johann (AT), shares his acquired expertise with the EGGER young talents of tomorrow.





All-round training

From wood technician to fitter to office administrator, we train skilled workers in a wide variety of professions – a total of over 350 young colleagues at our locations. By this, we are challenging our employees with their respective competences and strengthening their skills. Framework training plans developed across the group are setting new standards in the state education system of the respective country and making nationwide exchange programmes possible.

Learning with quality: EGGER trains the skilled workers of tomorrow in a wide range of professions.

→ Since the start of "EGGER runs" in 2010, employees have run more than 300,000 km in competitions, thus collecting a total of more than 1.6 million Euro.

Health management

Our aim is for our employees to stay healthy. The EGGER health management system provides numerous opportunities for healthy eating and movement as well as advice services – more than 40 different ones a year.

"EGGER runs": A programme that keeps our employees active and also provides the opportunity to raise funds for charities. For every kilometre run, 5 Euro are donated.





Attractive jobs

The satisfaction, determination, and motivation of our employees form the basis of our growth. Our international workforce is made up of 77 different nations. The intensive exchange of expertise across national borders not only boosts our international knowledge, but also characterises our corporate culture.



"New Work" in St. Johann (AT):
The pilot project of a new office space concept promotes cooperation and exchange among employees. In this way, EGGER is meeting the new needs that have arisen as a result of digitalisation.

Advancement opportunities

67

From a good family. We always endeavour to train skilled workers and managers from our own ranks. For this purpose we have developed our own management programmes. In particular, the programme for young managers, Startklar, gives

young top performers with management qualities the opportunity to acquire valuable business management principles and social skills over one and a half years for a subsequent management position.



Participants to the Startklar programme at a presentation training. Annually, around 18 young managers from all the plants take part in this international programme.

Naturally EGGER.

Environment
Sustainability

— p. 70

— p. 72



Wood should be treated with one thing above all: respect.

Anyone who is as closely associated with nature as we are already thinks sustainably before it becomes a trend. EGGER takes its responsibility for people and the environment seriously. Doing business in a sustainable manner is therefore daily practice for us.

We always keep an eye on the effects of our actions on our environment. The responsible use of resources is our goal. State-of-the-art technologies in our plants and the continuous

improvement of our processes are the answer. Besides important contributions to regional environmental protection, EGGER is also making its contribution on the whole: We only use thinned wood and residual wood of selected quality from sawmills for production, as well as suitable recycled wood that is further processed in our plants. Wood absorbs a lot of CO₂: 1 m³ timber 802 kg CO₂, 1 m³ OSB boards 753 kg CO₂, 1 m³ raw chipboard 1,019 kg CO₂ and with 1 m³ MDF boards 1,096 kg CO₂.



For us, wood is a working material and a recyclable material. We act sustainably and conserve resources, thereby contributing to sustainable development.

→ Our EGGER products absorb 6.5 million tonnes of CO₂ every year.



Sustainability

72

Our environmental cycle - why sustainability is more than a word for us.

Wood-based materials production and upgrading

To continually improve our environmental performance in the production process, we are opting for internationally certified energy and environmental management systems in accordance with ISO 50001, ISO 14001 and EMAS.

Planning and application

We provide full transparency with Environmental Product Declarations (EPDs). They provide professionals with important information on environmental and health aspects, and are also available to interested end-users – for each of our base products.

Use of sawmill by-products

We prefer to buy by-products from regional and certified sawmills. By using by-products we save natural resources.



Recycling

We recycle waste wood in our production of wood-based materials. It comes from disposed goods such as furniture, pallets or packaging material. In this way we conserve fresh resources and extend the effect of CO₂ storage.

Renewable energy

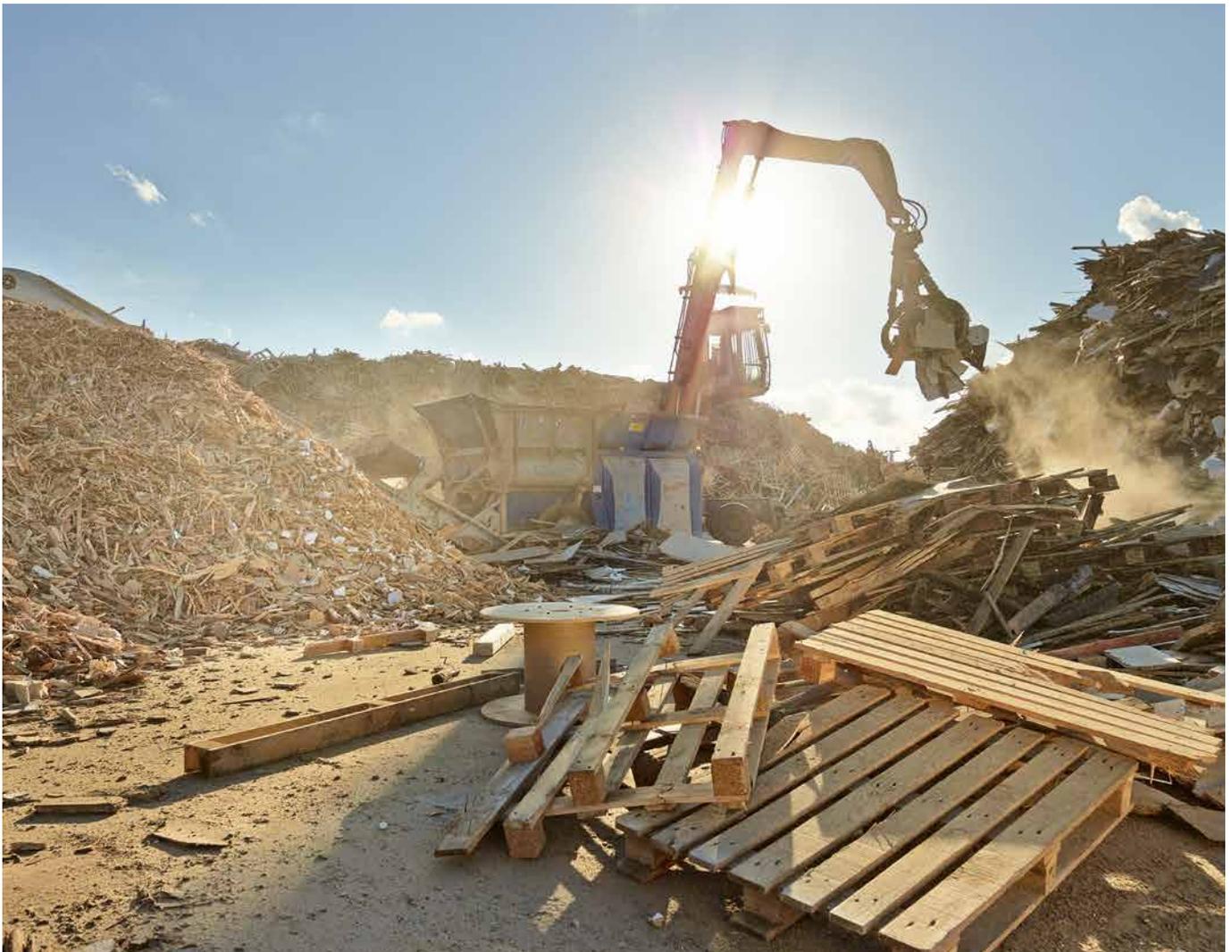
We convert the biomass and wood residues from production that can no longer be used as materials into heat and green electricity in our own biomass power plants.

Sustainable forestry

We are committed to promoting sustainable forestry. We ensure compliance with legal and social standards in our supply chains. Our wood comes from 100% verified legal and controlled sources in accordance with ISO 38200. We buy roundwood preferably from certified forests in the purchasing region.

This is where the cycle of our philosophy closes. Wood waste and recycled wood that is not suitable for upgrading is transformed into environmentally friendly electricity and heat for production in our biomass power plants, saving more than 2 million

tonnes of CO₂ as compared to burning natural gas. Quite in keeping with the optimal and climate-friendly utilisation of our material wood. Quite in keeping with our most important supplier: nature.



Use of recycling at EGGER:
Optimising the recycling and reutilisation of wood is an important part of our environmental cycle to protect nature.

→ Our chipboards are made up of **30 %** recycled material on average.

EGGER

in focus.



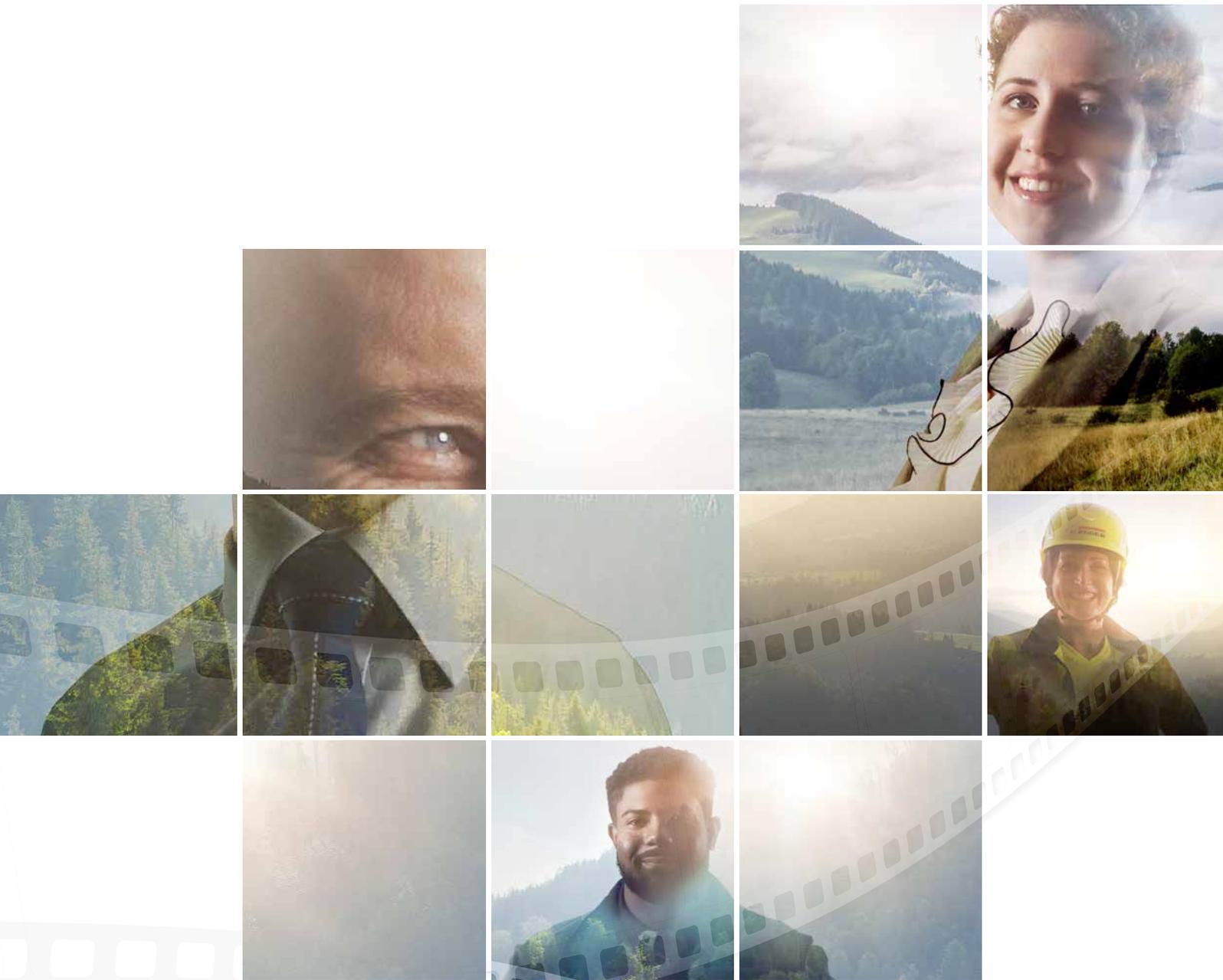
Short film tells the EGGER story.

The strong growth of the last decades, with plants in Central, Western and Eastern Europe as well as North and South America, brings with it a high degree of diversity. In the meantime, employees from 77 nations work at the various locations. They all share a passion for our most valuable

resource, wood. This connection is impressively shown in our own corporate film. In it, not only the employees but also the owners and Group Managers have their say. They explain how EGGER has grown and which values characterise the EGGER world. The focus is on the employees.



Roman from Poland, Paula from Germany, Lance from the USA, Anastasiya from Russia and Aude from France: They all share a passion for the unique material wood.



Passion unites.

11 countries. 21 plants. 1 film.



EGGER corporate film
www.egger.com/film

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